



BENEFITS

At the State of North Dakota

STAY HEALTHY

MEDICAL CARE: The state pays 100% of your monthly health care premium for you and your dependents for a comprehensive health insurance program, which includes prescription drug coverage and preventative health care features.

WELLNESS PROGRAM: Earn up to \$250 per year for participating in wellness activities or take advantage of the health club reimbursement and get reimbursed for going to the gym.

DENTAL AND VISION: Voluntary dental and vision plans are available.

PLAN FOR THE FUTURE

RETIREMENT: The state offers competitive retirement plans including a Defined Benefit Hybrid Plan – a total of 15.26% is contributed towards the employee's retirement plan. The state contributes 12.26% and the employee contributes 3%.

DEFERRED COMPENSATION: Defer a portion of your income tax free into a voluntary supplemental retirement plan.

LIFE INSURANCE: Employees receive a basic life insurance plan of \$7,000 coverage with the option to elect supplemental coverage for themselves and their spouse.

CARE FOR YOU & YOUR FAMILY

SICK LEAVE: The state is committed to helping employees balance the demands of work and family. Employees receive 12 days of sick leave annually. Employees may use a portion of accrued sick leave annually to care for children, their spouse, or parents.

EMPLOYEE ASSISTANCE PROGRAM (EAP): The EAP provides confidential in-person assessment and counseling sessions for you and your family to assist with a broad range of challenges and issues.

TAKE TIME AWAY

ANNUAL LEAVE: As a state employee you'll accrue vacation time from day one, receiving 12 vacation days during your first year of service. After three years, it increases to 15 days, and from there your vacation time will continue to grow with the years of service.

HOLIDAYS: Employees receive 10 paid holidays throughout the year.



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